

RESEARCH ARTICLE

Nursing Students Interests to Work Overseas: A Mixed Methods Study

Pepin Nahariani^{1*}, Anja Hesnia², Iin Noviana³, Ratna Puji Priyanti⁴, Supriliyah Praningsih⁵

- ^{1.} *Department of Fundamental Nursing and Nursing Management, STIKES Pemkab Jombang, Indonesia.*
- ^{2.} *Department of Medical Surgical Nursing, STIKES Pemkab Jombang, Indonesia.*
- ^{3.} *Department of Education English Nursing of STIKES Pemkab Jombang, Indonesia.*
- ^{4.} *Department of Mental Health Nursing of STIKES Pemkab Jombang, Indonesia.*
- ^{5.} *Department of Fundamental Nursing and Medical Surgical Nursing of STIKES Pemkab Jombang, Indonesia.*

***Corresponding Author: Pepin Nahariani**

Abstract

Introduction: Opportunities for nurses to work abroad are extensive. But in-fact 60% of nurses work in the country, 35% work outside of their competence and only 5% work abroad. The study aimed to analyze the interest of nursing students to work overseas. **Methods:** a mixed-methods design was conducted. The totals samples were 395 respondents of Diploma Nursing, Bachelor of Nursing, and Profession of Ners programs. The sample was taken using totals sampling. The data collection was taken by a nursing migration questionnaire, a statistical test using linear logistic regression. The qualitative approach used by an in-depth interview. Eight Participants who were from the Bachelor of Nursing students. **Results:** The results showed that almost 62.5% (247) of respondents indicated an intention to work overseas. Whereas the most significant influence of a plan to work abroad was gender, 43% of females, the academic of nursing bachelor programs were 49%, English language skills were 29%, and income is less than 3 million 61%. The country chosen had the highest probability (OR 3.5), thus the planned future overseas (OR 1.47), the information (OR 1.26), and the study program (OR 1.25). But the lower grades of intention working abroad were income (OR 0.6). **Conclusion:** Based on this research showed that most students interest in working abroad in Kuwait (83.5%), Japan (15.7%) dan Arab Saudi (0.3%). Besides, the few students' interests work in another country that has a foreign language from English. The implementation of increasing career paths and improving the quality of human resources through foreign language skills will provide excellent opportunities to work overseas.

Keywords: *Student; Nursing; Interest; Intention; Working overseas.*

Introduction

Indonesia has a large number of health workforce resources, especially of nursing, which is more than 240 million, with 655 study programs that produced bachelor nurses. The number of Diploma and Bachelor of Nursing graduates in 2008 was 25.517, which had increased to 27.909 nurses in 2009 [1]. Based on the number of resources that Indonesia has, it should be able to send nursing staff overseas [2, 4]. However, in-fact, there are still many nurses who are not interested in working overseas. One crucial

reason is gender, economic level, foreign language skills, source of information, previous experience, families living abroad, skills [5]. But on the other hand, it was found that State facilities or agencies in Indonesia facilitated health workers, especially nurses, to work overseas. The role of nurses in providing professional nursing care is needed, both domestically and overseas [6]. The demands of this role are increasing along with the development of the industrial era, associated with the

development of diseases [7]. So that the problem of equitable distribution of nurses needs to be regulated, and their quality is improved, especially to be competitive at the global [8, 10]. The preliminary this study said that professional roles, work locations, and personal and professional goals are important factors when someone works overseas.

A clear picture of hospital settings, areas of competence also need to be socialized. Besides that, a skill set facility is also needed to prepare the work of the nurse's immigrant staff [11]. As for the low salary factor, unemployment, the difficulty of finding employment, the explosion of graduate nurses, lack of professional attitude is the main factor that causes interest in working abroad [12]. Based on the background above, this study aims to find out to analyze the determinant factors that influence the interest of nursing students to work overseas.

Research Methods

This study used a mixed-method design. The quantitative approach to explore the influence of age, gender, economic level, foreign language skills, the source of information to interest work overseas. The qualitative approach to examine the perception of the interests to work overseas. The population was all students of diploma Nursing, bachelor nursing, and Profession program in STIKES Pemkab Jombang in the

last grade. The sample in this study was 395 respondents taken using total sampling. The data collected by a questionnaire from migrations students to Japan [13]. Statistic test using linear logistic regression, with odds ratios - OR with a 95% correlation coefficient - 95%. The p-value is less than 0.05. The qualitative data used by in-depth interviews. The questionnaire was distributed to students by filling in questions to complete general and specific data. Public data assess age and semester level.

While accurate data to obtain gender, economic degree, foreign language skills, information collected previous experience through closed questions. In-depth interviews were conducted through 8 students with structured interview guidance. The qualitative study used a snowball method. The content question consists of 3 topics. The first is working abroad interesting, the second is the factors behind work overseas, and the last problem is hoping for prospective nurses to penetrate work abroad. The statement of Nursing and Midwifery ethics issued by Health Research Ethics Commission from STIKES Pemkab Jombang.

Results

Characteristics of research respondents showed the average age of respondents was 20.78, with the lowest score was 19 years, and the highest was 25 years. The other general data is categorized as follows:

Table 1: data on respondents' characteristics of interest in working overseas

Respondents' characteristics	Interest to work overseas		
	No	Yes	Total
	n (%)	n (%)	n (%)
Gender			
Female	111(28)	170(43)	281(71.1)
Men	37(9.4)	77(19.5)	114(28.9)
Programs study			
Diploma	21 (5.)	22 (5.6)	43(10.9)
Profession	38 (9.6)	30 (7.6)	68(17.2)
Undergraduate nursing	89(22.5)	195 (49.4)	284(71.9)
Income of financial			
<3million	140(35.4)	240(60.8)	380(96.2)
3-5 million	8(2)	6(1.5)	14(3.5)
>5 million	0	1(0.3)	1(0.3)
Language skill			
English	60(15.2)	144(28.9)	174(44.1)
Japanese	62(15.7)	88(22.3)	150(38)
No skill	26(6.6)	43(10.9)	69(17.5)
Others	0	2(0.5)	2(0.5)
Previous experience			
Yes	106(26.8)	117(29.6)	223(56.5)
No	42(10.6)	130(32.9)	172(43.5)
Plan future			
Stay in abroad	108(27.3)	151(38.2)	259(56.6)
Back to Indonesia	40(10.1)	96(24.3)	136(34.4)

Respondents' characteristics	Interest to work overseas		
	No	Yes	Total
	n (%)	n (%)	n (%)
Plan work at			
After pass	45(11.4)	45(11.4)	90(22.8)
Other time	78(19.7)	138(34.9)	216(54.7)
No plan	25(6.3)	64(16.2)	89(22.5)
Information			
Television	13(3.3)	10(2.5)	23(5.8)
Newspaper	6(1.5)	10(2.5)	16(4.1)
Radio	4(1)	3(0.8)	7(1.8)
Magazine	2(0.5)	5(1.3)	7(1.8)
Internet	80(20.3)	92(23.3)	172(43.5)
Facebook	26(6.6)	58(14.7)	84(21.3)
Twitter	17(4.3)	69(17.5)	86(21.8)
Country has chosen			
Japan	43(10.9)	19(4.8)	62(15.7)
Kuwait	105(26.6)	225(57)	330(83.5)
Arab Saudi	0	1(0.3)	1(0.3)
Others	0	2(0.5)	2(0.5)

Assessment of Student Interest in Working Overseas

Based on table 1, the results showed that almost 62.5% (247) of respondents indicated an intention to work overseas. Whereas the highest influence of a plan to work abroad was gender, there were 43% of female, the programs academic of bachelor nursing were 49%, English language skills were 29%, and income is less than 3 million 61%. Whereas for students who do not have overseas experience, there are more opportunities, namely 130 respondents (33%). The survey results also showed that there were 151 respondents (38%) who said that if they had worked abroad, they would plan to settle

elsewhere. Whereas in assessing the seriousness of students, 138 respondents (35%) said they would expect to leave sometime, without any definite time, and only 45 respondents (11%) said they worked abroad after they graduated. The most sources of information on overseas employment opportunities are obtained from the internet as many as 92 respondents (23.3%) and twitter as many as 69 respondents (17.5%) Students who do not have overseas experience are 33% (130). There were 38% (151) would plan to settle abroad. 35% (138) would expect to work at some time. Most sources of information are 23.3% (92) and 17.5% (69) use twitter.

Table 2: Factors and the level of employment opportunities abroad (two sequential logistic regression analysis)

Independent variable	Interest to work overseas	
	OR (95% CI)	
	Odd ratio	p-value
Prediction		
Gender	0.75(0.46-1.21)	0.190
Program	1.25(0.83-1.87)	0.132
Income	0.60(0.23-1.59)	0.320
Language skill	0.93(0.71-1.21)	0.597
Previous experience	0.42(0.25-0.69)	0.000
Plan future	1.47(0.91-2.38)	0.017
Plan work	0.95(0.65-1.38)	0.002
Information	1.26(1.1-1.46)	0.000
Country choosen	3.55(1.92-6.56)	0.000

Based on Table 3, it showed that the factors that influence the interest in working overseas are previous experience, plans further living after working abroad, plans for starting work, information sources, and the intended workplace. Whereas the factors that do not affect are gender. The type of study program taken now, income and language skills.

The destination country has the highest chance (odds ratio 3.5), thus the plan to live further after working overseas (odd Ratios 1.47), the source of information (Odd ratios 1.26), and the department of the study program (Odd Ratios 1.25). But the lower grades of intention working overseas were income (odd Ratio 0.6).

Results of In-depth Interview

The interview results from eight respondents from STIKES Pemkab Jombang showed that 75 % (6) had an interest in working overseas. Here's a quote from one of the students:

"I wanted to go abroad because I thought it would be fun to work overseas. You will be successful when you return to Indonesia" (p1)

"I am very interested in working overseas." (p2).

"I like challenges. If offered abroad, then that, in my opinion, is a good opportunity" (p3).

But many obstacles faced when they decided to work overseas. One of the main factors is no experience overseas. In addition, English and foreign language skills are also challenges. Participants also said that needed information regarding work abroad. Here's a quote from one of the students:

"I have always been in a language barrier for a long time" (p4)

"But the information was less because I didn't like reading the news" (p6)

"We don't practice the foreign language in our daily life" (p7)

Discussion

Referring to Law No. 20 of 2003 concerning the National Education System, the type of nursing education in Indonesia included vocational education, academic education that is directed primarily at mastering scientific disciplines. Professional education is continued in an undergraduate program that prepared students to have jobs with special skills requirements.

It is hoped that from vocational education and professional graduates, they will be able to work both in their country and abroad. Women rather than men dominate the level of interest, this may be due to the higher number of women than men so that the potential of women workers in the country is more than men. Besides that it is also supported, the role of women now has equal opportunities with men both in work and in career.

The level of language proficiency also greatly influenced nurses' confidence in working abroad. So the expectation of excellent facilities in improving the profession of

They say the reason for their interest is to be a success.

"It is hoped that our institution can provide language skills facilities and there is cooperation so that our departure is not illegal" (p2)

"I hope that it can be facilitated for job vacancies, not only domestically but also abroad" (p1)

"I appreciate that these programs will increase our quality of life and income our country too" (8)

Based on triangulating data from counselor academics and lecturer of foreign language said that some students have an interest in work overseas. Here's a quote from one of the students :

"They interest to go abroad because they want to improve their language skill as facilities" (p2)

"They have good motivation to go abroad due to an increase in their quality of life and to succeed."

lecturers. The survey results showed that there were 38% (151) who said that if they had worked abroad, they would plan to settle elsewhere. 35% (138) said they would expect to leave sometime, without any definite time, and only 11% (45) said they worked abroad after they graduated. The most sources of information on overseas employment opportunities are obtained from the internet as many as 23.3% (92) respondents and twitter as many as 17.5% (69).

According to this study, interest to migrate is a source of motivation that encourages people to do what they want, so they are free to choose. If they see that something will be profitable, they feel interested. This then brings satisfaction. Interest in work will determine how much participation in a job. The stronger the interest and attention of someone, the more concerned they are concerned about the position. Researchers assumed that most respondents who expressed interest in working overseas may be due to several factors, including because the salary offered abroad is greater than in Indonesia and guarantees facilities from the

government of prospective nursing workers who have been regulated in bilateral agreements between Indonesia and Foreign Affairs.

These findings align with studies conducted by Ferry Efendi et al. (2017), which concluded that multi-factors related to the migration nexus [14]. The results of the study showed that countries with low economic performance and limited employment opportunities employed the country with professional services. Nurses who choose to become immigrant nurses, they describe having high motivation, freedom in choosing, and freedom of rights. This is a challenge faced in the recent era. Most of the nurses who work abroad have a minimum employment contract.

In addition, most of those who take immigrants are students who have just graduated. Besides that, it is also influenced by foreign language skills that are very influential. Used a good foreign language, it would also have a good impact on interaction with patients and create a culture that is consistent when working [15]. The selection of nurses from developing countries such as Indonesia towards international trade had several policies, operational, and ethical events that required attention [13].

Negative impacts and positive effects must be considered for nurses who were abroad. This implementation policy had been endorsed by WHO regarding the agreement on cooperation between programs, migration of nurses, and building networks starting from local, national, and global related to ethics and efficiency of movement of nurses [2]. The results of the qualitative study illustrate that three main themes. That was a good interest in work abroad, obstacles of working overseas and less source information.

The reasons were they want to be successful and several factors affect the foreign language and sources of information. The Nursing Law No. 38 of 2014 article 49 states that the Nursing Council had the function of regulating, stipulating, and fostering Nurses in carrying out Nursing Practices. One of the tasks of the Nursing Council is to conduct Nurse coaching in carrying out Nursing Practices, compiling standards of higher education in Nursing; develop Nurse practice standards and competency standards; and enforce the discipline of Nursing Practice[16].

Besides, there is no difference between Indonesia and Japan's nursing system program [10]. Based on the data above, showed that the Government protected through the role of the nursing council of nurses both in their country and abroad. So, there were expected facilities to support the realization of networking between countries or agencies for the work of nurses abroad. Based on the results of the study, it was found that 18 from 20 migrant workers did not work and looked for new jobs when returning from overseas. While two people continue their education to a higher level abroad, this incident was a challenge that must be prepared.

Program facilities to accommodate nurses must be considered in addition to making for work abroad so that the negative impact upon returning to the country can be anticipated [1,17]. Based on the study, it was mentioned that overseas employment testing, the available programs for improving international standard education, and learning services also need to be considered besides the cost of living while abroad [18]. The results of the study also mentioned that Nurses from Chinese immigrants said that through their migratory journey, they could provide challenges and become successful. They were able to change behavior and psychosocial so that it became better [19].

The prevalence of interest in working abroad had a high value, required policy from the government or agency to socialize and facilitate it. With the existence of career facilities and good cooperation, it would provide more opportunities for Indonesian nurses to work abroad. With the high number of immigrants from Indonesian nurses, it would provide an opportunity for increased competitiveness of human resources.

Conclusion

The interest in working abroad for students in this study is very high. As for the factors in which the destination country, plans for further life and sources of information have a significant role in working abroad. The Policy of the Government, institutions, and facilitate the realization of employment opportunities elsewhere. Such as increasing career and networking between countries and institutions.

References

1. Efendi F, Kurniati A (2013) Review Sistematis Peningkatan Retensi Tenaga Kesehatan di Daerah Tertinggal. Konf Kebijakan Perenc Pembang Nas [Internet]. Available from: [http://call-for-papers.bappenas.go.id/papers/Sub Tema SDM-Ferry.pdf](http://call-for-papers.bappenas.go.id/papers/Sub%20Tema%20SDM-Ferry.pdf)
2. Efendi F, Mackey TK, Huang M-C, Chen C-M (2017) IJEPA: Gray Area for Health Policy and International Nurse Migration. Nurs Ethics [Internet]. 24(3):313-28. Available from: <http://journals.sagepub.com/doi/10.1177/0969733015602052>
3. Efendi F, Kurniati A, Bushy A, Gunawan J (2019) Concept analysis of nurse retention. Nurs. Health Sci.
4. Efendi F, Nursalam N, Kurniati A, Gunawan J (2018) Nursing qualification and workforce for the Association of Southeast Asian Nations Economic Community. Nurs. Forum. 53(2).
5. Efendi F, Chen C-M, Nursalam N, Indarwati R, Ulfiana E (2016) Lived experience of Indonesian nurses in Japan: A phenomenological study. Japan J. Nurs. Sci., 13(2):284-93.
6. Efendi F, Kurniati A, Bushy A, Gunawan J (2019) Concept analysis of nurse retention. Nurs. Heal. Sci., 21(4):422-7.
7. Nahariani P, Ratna KW, Kolifah K, Noviana I, Rosmaharani S (2019) Japanese Language Interest on Nursing Students toward Intention to Work in Japan at Stikes Pemkab Jombang. J. Ners., 14(3 (si)):247-51.
8. Firdaus A, Efendi F, Hadisuyatmana S, Ekapuja Aurizki G, Lim Abdullah K (2019) Factors influencing the intention of Indonesian nursing students to work in rural areas Focus on Asia Pacific. Fam Med Com Heal [Internet]. 7:144. Available from: <http://fmch.bmj.com/>
9. Efendi F, Chen C-MM, Nursalam N, Andriyani NFWFWF, Kurniati A, Nancarrow SAA (2016) How to attract health students to remote areas in Indonesia: a discrete choice experiment. Int J Health Plann Manage [Internet]. 31(4):430-45. Available from: <https://www.scopus.com/inward/record.uri?eid=2-s2.0-84930079106&doi=10.1002%2Fhpm.2289&partnerID=40&md5=f768e9970b4eb42ff3b65ba4ce860581>
10. Nugraha S, Tanaka M, Efendi F (2008) A Comparative Study Of Nursing Educational System In Indonesia And Japan. J. Ners. [Internet]. 3(2):153-60. Available from: <http://indonesiannursing.com/a-comparative-study-of-nursing-educational-system-in-indonesia-and-japan-3/>
11. Mckenna L, Brooks I (2017) Nurse Education in Practice Graduate entry students ' early perceptions of their future nursing careers. Nurse Educ. Pract., (April):0-1.
12. Poudel C, Ramjan L, Everett B, Salamonson Y (2018) Nurse Education in Practice Exploring migration intention of nursing students in Nepal: A mixed-methods study. Nurse Educ Pract [Internet]. 2018;29(August 2016):95-102. Available from: <https://doi.org/10.1016/j.nepr.2017.11.012>
13. Efendi F, Kurniati A, Savage E, Nursalam N, Yusuf A, Kusnanto K (2018) Return migration of nurses: A concept analysis. Indian J. Public Heal. Res Dev. [Internet]. 9(9):199. Available from: <http://www.indianjournals.com/ijor.aspx?target=ijor:ijphrd&volume=9&issue=9&article=037>
14. Pratiwi IN, Purwaningsih, Ramahwati S (2019) The correlation between family support and quality of life in mothers with positive HIV in Surabaya. Indian J Public Heal Res Dev [Internet]. 10(8):2703-7. Available from: <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85073526117&doi=10.5958%2F0976-5506.2019.02278.2&partnerID=40&md5=b7000be4d6b6cb179bd9a5131c27456a>
15. Santric-Milicevic M, Matejic B, Terzic-Supic Z, Vasic V, Babic U, Vukovic V (2015) Determinants of intention to work abroad of college and specialist nursing graduates in Serbia. Nurse Educ Today [Internet]. 35(4):590-6. Available from: <http://www.sciencedirect.com/science/article/pii/S0260691715000337>
16. Indonesia G of. Undang-undang Republik Indonesia Nomor 38 Tahun 2014 Tentang Keperawatan [Law of the Republic of Indonesia Number 38 Year 2014 on Nursing Act]. Jakarta: Kemenkes; 2014.

17. Efendi F (2013) Observatori SDM Kesehatan dan Rekomendasi untuk Berkelanjutan. Unpublished.
18. Murray CJL, Vos T, Lozano R, Naghavi M, Flaxman AD, Michaud C, et al (2012) Disability-adjusted life years (DALYs) for 291 diseases and injuries in 21 regions, 1990-2010: A systematic analysis for the Global Burden of Disease Study 2010. *Lancet*. 380(9859):2197-223.
19. Zhong Y, McKenna L, Copnell B (2017) What are Chinese nurses' experiences whilst working overseas? A narrative scoping review. *Int. J. Nurs. Stud.* [Internet]. 74:101-11. Available from: <https://www.scopus.com/inward/record.uri?eid=2-s2.0-85021456487&doi=10.1016%2Fj.ijnurstu.2017.06.009&partnerID=40&md5=2b25139676f8a3403a59a845e6f9cda4>